

## **Trade Union of Hotel, Catering and Tourism /VISZ/**

**1989-2007**

*„..... I am not alone!  
I have brothers, several millions:  
I protect them, they protect me.  
I am not afraid of you fate whatever you want.”  
(Vörösmarty)*

### **Executives, secretariat of Trade Union of Hotel, Catering and Tourism:**

Dr. József Mosonyi	president
Dr. Zsuzsanna Várnai	managing president
Mária Bogdánne Nánai	vice-president
Dr. Katalin Berán	solicitor of labour
László Bécs	secretariat associate
Vera Krifaton	secretariat assistant

### **Supervisory Board (GEB) of Trade Union of Hotel, Catering and Tourism**

Katalin Grubits Mrs. Kővágó	president of GEB
Mrs. Sándor Bácsi	member of GEB
Mrs. Kálmán Máté	member of GEB

### **Co-chairs of Trade Union of Hotel, Catering and Tourism:**

Mrs László Horváth	hospitality, domestic tourism
Zsolt Horváth	hotels, hostels, pensions
Zoltán Kazup	contract catering
Pál Kovács	international relations
Mrs. István Lovas	medical tourism
Zsófia Sütő	travel agencies, airlines

The trade union was founded in 1835 by our predecessors, and it underwent three transformations during the past decades of history. Being the sole Hungarian organisation for the representation of interests in the sectors of tourism, hospitality, catering, contract catering and labour relations, the union is highly acknowledged these days on a national and international level.

In the presence of the attending secretaries representing the fundamental organisations of the hospitality and tourism trade it was reorganised on 22 November 1988 and declared the establishment of the Hungarian Trade Union of Catering and Tourism. With its first statutory congress on 15 November 1989, the union was redeveloped for the third time and has become the sole representative organisation to protect its membership interests and the rights of the represented employees working in the sectors of tourism, hospitality, public supply or travel business, for 150 years so far.

### **ITS AIMS AND RESPONSIBILITIES**

- to protect employees' interests and assisting them when dealing with labour relations issues;
- to ensure and supervise whether workplaces comply with laws and regulations;
- to operate trade unions in the organisations of the sector by involving their members;
- to represent its members' interests vis-a-vis the employers and governmental institutions on labour relations issues;
- to constantly enhance the standard of living and working conditions of its members;
- striving to have a wage-system that is in direct proportion to the performance of the sector and its impacts on the national economy;
- to fight against irregular employment;
- to facilitate and support the training and development of its members and their succession planning;
- to urge the total acceptance of the European Social Charta;
- to inform its members all over the country about their rights and responsibilities concerning their financial, social, cultural, as well as working and living conditions (e.g.: VISZ homepage, circulars, via electronic technology etc.);
- promoting European employment norms and practices on a national level in the sector;
- to co-operate with employers' organisations in developing and implementing rules and standards affecting the sector and in reinforcing the contractual relationship concerning the collective agreement;
- concluding collective agreements on local, regional and sectoral levels;

- representing its members on national and international trade union movements;
- to support the effective operation of works councils and the work of the employee representatives from the supervisory boards of economic organisations;
- representing the interest of its members in preparatory legislation in relation to the sector or general employment conditions;
- taking part in issues of social dialogue on national and international level while contributing to the development of those by enabling the transfer of know-how for representatives and members;
- to delegate its members into organisations requiring social control;
- managing its budget and operating the offices, cultural institutions, holiday resorts it owns or leases;
- providing and organising services for its members (legal aid, labour exchange, accident-, health- and pension insurance, medical check-up etc.);
- to enable its members to satisfy their cultural, vacation and recreational needs;
- applying for tenders addressing civil organisations in order to be able to meet its goals and objectives.